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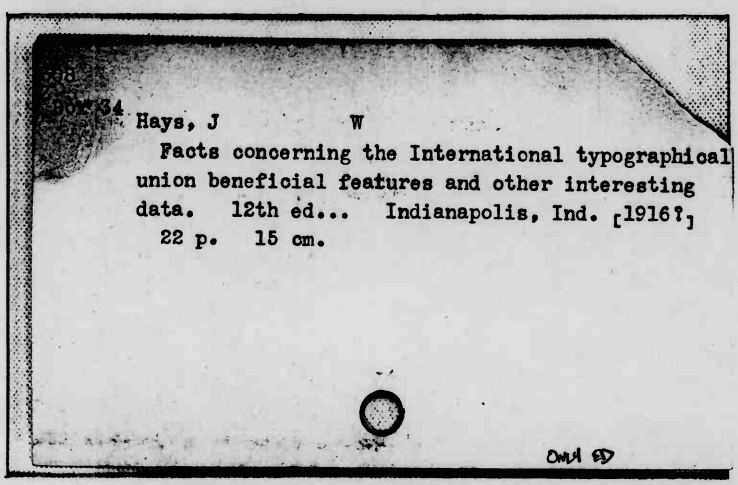
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FACTS

Concerning the International Typographical Union Beneficial Features and Other Interesting Data

TWELFTH EDITION

Compiled by
J. W. HAYS, *Secretary-Treasurer*
Newton Claypool Building
Indianapolis, Indiana

In Continuous Existence for More Than Sixty Years

THE International Typographical Union has seven hundred subordinate unions throughout the United States, Canada, the Hawaiian Islands, the Philippine Islands and Porto Rico.

It has 65,000 members, composed of printers, mailers, newspaper writers and typefounders.

It maintains in Colorado Springs, Colo., the Union Printers Home and Tuberculosis Sanatorium, where it cares for its aged and disabled members, and especially provides for the treatment of those members afflicted with tuberculosis.

It pays to those who have reached the age of 60 years and been members for twenty years or more, and who are unable to earn a living at the trade, a pension of $5 per week.

It pays a burial benefit ranging from $75 to $400. The last named sum is paid on the death of any member who has been in good standing in the organization for a period of five years or more.

It maintains a school for the technical instruction of apprentices and printers which can be taken advantage of without interference with their regular work and at a very small cost.

Further information about the International Typographical Union or any of the above features can be obtained by addressing either the president or the secretary-treasurer.

MARSDEN G. SCOTT, President,
J. W. HAYS, Secretary-Treasurer,
Newton Claypool Building, Indianapolis, Ind.

THE INTERNATIONAL TYPOGRAPHICAL UNION BENEFICIAL FEATURES

IT has never been the policy of the International Typographical Union to follow. In all advance movements and achievements the printers have been in the lead. The progressiveness of the organization was clearly demonstrated in the establishment of the Union Printers Home at Colorado Springs, Colo. When the institution was opened in 1892, the more conservative trade unionists viewed the project with doubt as to its practicability. After twenty years the Home stands today the best of its kind in the world, a grand monument to a great organization, its mission established and its work constantly broadening. Recognizing that many aged and incapacitated members were unable, because of family ties, to avail themselves of the comforts of the Home, the International Typographical Union decided on another advanced step and established an old age pension fund. This movement, originating in the officers' reports, was given life at the convention of 1905, which adopted a resolution providing for the appointment of a committee of three to report to the next session a plan for "a system of pension and relief for aged and sick members."

The Pension Law

THE eight-hour struggle, which began in September, 1905, so occupied the attention of the organization that President Lynch delayed the appointment of the committee until after the 1906 convention, which decided the time then ripe for the further consideration of this subject. At the 1907 convention the committee appointed by President Lynch reported, and its recommendations, which are embodied in our present

pension laws, were adopted. The proposed plan was submitted to a referendum vote of the membership in October, 1907, and was adopted by a very large majority, with a provision that the pension assessment should not become effective until the eight-hour assessment then being collected was discontinued. In February, 1908, the executive council ordered that the eight-hour assessment be discontinued with that month, and directed the collection of the pension assessment, beginning with March, 1908.

The law as originally adopted provided for the payment of $4 per week to members 60 years of age, having a continuous active membership in good standing of twenty years, unable to obtain sustaining employment at the printing trade, and not earning more than $4 per week at the trade. At the 1910 convention the law was amended so as to render eligible to the pension members of 70 years of age, having a continuous active membership in good standing of ten years. Provision was also made in the law for members totally incapacitated for work whose applications for admission to the Home had been disapproved by reason of their affliction, such members to have twenty years' continuous active membership in good standing.

Increased to Five Dollars

THESE amendments did not reach a large number of men now holding active membership and whom it was found necessary to assist. Believing that the revenue of the pension fund warranted a further extension of this benefit the executive council recommended another amendment to the law and an increase in the pension to the San Francisco convention, held in August, 1911. The suggestions of the council were acted upon favorably by the convention, and the law as it now stands provides for the payment of a pension of $5 per week to three classes of members:

First. Members 60 years of age who have been members in good standing for a period of twenty years, including and antedating the enactment of the pension law, and who find it impossible to secure sustaining employment at the trade. Applicants under

this provision of the law must have been members in good standing at the time the pension law became effective and maintained active membership since that time.

Second. Members who have reached the age of 70 years and who have been in continuous good standing for a period of ten years and who find it impossible to secure sustaining employment at the trade.

Third. Members who are totally incapacitated for work, who have been continuous active members for twenty years, and whose applications for admission to the Home have been disapproved because their afflictions are such as to render them ineligible for entry to that institution.

Financial Data

IT was estimated by the committee preparing the old age pension law that the assessment of one-half of 1 per cent on the total earnings of all members would produce $168,000 per year, and it was thought that the annual disbursements of pensions to pensioners would aggregate $104,000. This estimate was believed to be conservative, but experience with the fund has not been in accord with the predictions. The receipts and expenditures, however, have demonstrated that the original plan as to the assessment was well based. The venture has been a success, as this result shows:

Receipts.

One-half of 1 per cent assessment, March, 1908, to May 31, 1915	$1,867,006 89
Interest	81,870 29
Pensions returned	573 50
Total	$1,949,450 68

Expenditures.

Paid to pensioners	$1,271,434 00
Clerical work	15,426 50
Books and printing	2,490 44

Maintenance of registry system	$21,621 00	
British income tax	9 92	
Total		$1,310,981 86
Balance in fund May 31, 1915		$638,468 82

What It Costs Per Member

IN the fiscal year of 1909 the pension assessment averaged 37.3 cents per member per month, and the total earnings upon which the assessment was paid aggregated $40,293,738. For the fiscal year of 1910 the assessment averaged 39.7 cents per member per month, and the total earnings of members for the year were $45,602,944. During the fiscal year of 1911 the pension assessment averaged 40.5 cents per member per month and the total earnings of the members for the year amounted to $49,770,668. In the fiscal year ending May 31, 1912, the assessment averaged 41.3 cents per member per month and the earnings of members for the year aggregated $53,378,902. For the fiscal year ending May 31, 1913, the assessment averaged 42½ cents per member and the earnings of members aggregated $56,944,486. In the fiscal year closing May 31, 1914, the earnings of members aggregated $61,050,332 and the pension assessment averaged a little more than 43 cents per member per month. For the fiscal year ending May 31, 1915, the assessment averaged 43½ cents per member per month and the earnings of members for the year were $61,155,285—$1,026.51 per member per year. In the seven fiscal years—June 1, 1908, to May 31, 1915—the increase in wages based upon the pension assessments collected was $20,861,547.

The pension is paid once in every four weeks, the idea being to give each pensioner thirteen checks in twelve months. Each pensioner files with the secretary of his union once in four weeks a statement of earnings. If this statement shows the pensioner has not earned more than two days pay at the printing trade at the scale of his union, the secretary records

him as entitled to the full amount of the pension for four weeks—$20. On the arrival of the secretary's pension report at headquarters a check for the proper amount is drawn payable to the pensioner and sent to the local secretary, who delivers it after making a record of its number and the date of delivery. At the close of business on May 31, 1915, eighty-eight pension payments had been made, covering 352 weeks between August 1, 1908, and May 1, 1915. The amount paid to pensioners—$1,271,434—is an average of $3,612.03 per week. Each pensioner who has been on the roll since the payment of the pension began and has drawn the pension for the entire 352 weeks received a total of $1,582 up to May 31, 1915. Many applications for the pension under the amended law, effective January 1, 1912, have been received, but the revenue is adequate to meet all demands on the fund, and the handsome balance in the fund assures its future success.

Applications for the pension to the number of 2,036 had been received up to May 31, 1915. Of this number sixty-eight petitions were disapproved, seventeen were withdrawn, 1,951 were approved. Death invaded the ranks of the pensioners on 609 occasions, leaving 1,342 pensioners on the roll on the date named above.

As to the Pensioners

OF the total number of pensioners ninety-four are under 60 years of age. These members receive the pension under that portion of the law permitting the payment of the pension to members who make application for admission to the Home, and are barred therefrom by the disease with which they are afflicted.

The death rate among the old age pensioners is very high, but this is not surprising, as many of them have lived more than "threescore years and ten." Using the total number of applications (2,036) as a basis, it will be found the death rate to date has been 30 per cent. This high mortality percentage prevents a more rapid increase in the number of pensioners.

Among the pensioners are eleven women—Mary Blore, Elizabeth Wright, Katherine J. Murray, Rosa

G. Grenier, Ella A. Cornwell, Anna H. Gourlay, Alice J. Haight, Mary E. Farr, Lucy Ney, Ella Lavelle and Sarah E. Skinner. The International Typographical Union as far as is now known is the only trade union having women on the old age pension roll. It is likewise one of the few trade unions making no distinction between men and women and demanding equal wages, hours and conditions for both sexes.

The membership of the unions having members on the pension roll is 47,807, or about three-fourths of the total membership of the International Typographical Union. The number of members (1,342) drawing the pension represents 2.8 per cent of the membership of these unions. During the fiscal year ending May 31, 1915, the number of pensioners increased 132.

Arbitration

A LIST of the International Typographical Union beneficial features would not be complete if it did not include reference to our arbitration policy and its success. Three agreements covering more than fourteen years have been effective, and during this period we have made continual advancement as to hours, wages and conditions. In 95 per cent of the cases coming before the arbitration boards our members have secured betterments. While the arbitration agreement has been with the American Newspaper Publishers' Association, this policy has permeated all of our dealings with employers, and since meated all of our dealings with employers. An era of industrial peace almost, if not entirely, unprecedented in industrial annals has been ours under the arbitration agreement.

The agreement was last renewed to be effective for five years from May 1, 1912, and we anticipate an additional period of pleasant and profitable relations with the members of the American Newspaper Publishers' Association, and resultant good effect in our relations with our other employers.

The Mortuary Benefit

IN October, 1892, the International Typographical Union began the payment of a burial benefit of $50 on the death of a member in good standing. The burial fund received 5 cents per member per month of the total monthly per capita tax then collected. This sum proved inadequate to meet the demands on the fund, and the apportionment of the per capita tax to the burial fund was increased from 5 to 7½ cents per member per month. It was then found a larger benefit could be paid, and the burial benefit was accordingly increased to $60 in 1894, then to $65, $70 and $75 as experience demonstrated the increased benefit could be paid. The burial benefits paid under the old law aggregated $653,045. The total amount of benefits paid under the new law is set forth on page 11.

The First Proposition

BUT the $75 burial benefit did not meet all the requirements of a fund of this character. Argument was made that the International Union should have a larger burial benefit—a graduated one, the amount to be based upon the length of time the deceased had been a continuous, active member in good standing at the time of death. The Boston convention, held in August, 1908, ordered the appointment of a committee to present an insurance plan. President Lynch, acting under the convention's orders, selected a committee of delegates from those attending the St. Joseph convention in 1909. This committee presented a plan providing for a graduated mortuary benefit from $75 to $400, according to the length of membership of the deceased, the fund to be supported by an assessment of one-half of 1 per cent on the total earnings of members. The law met the approval of the convention, but was defeated when submitted to a vote of the membership.

The Second Proposition

OPPOSITION to the mortuary benefit law submitted by the 1909 convention was based upon the revenue for it being on a percentage basis. It was

urged that a flat rate should prevail, since all members benefited equally from the fund. In the belief that the membership desired a graduated mortuary benefit with a stipulated monthly payment to the fund by each member, the Minneapolis convention, held in 1910, adopted a plan of this character. This law provided for the payment of a benefit from $50 to $250 and a per capita of 25 cents per member per month for the support of the fund. Again the law was disapproved by the membership when submitted for approval.

The Third Proposition

At the San Francisco convention, held in August, 1911, several mortuary benefit propositions were submitted. As a substitute for all of them the committee on laws offered a law providing for the collection of an additional one-half of 1 per cent assessment on the earnings of all members for the support of the mortuary fund. This law was approved by the membership, the vote being 18,211 for and 12,985 against—favorable majority 5,226. After one year's experience with the first schedule of benefits it was found that the benefit could be safely increased and the law was amended at the Nashville convention in 1913 to read as follows:

For a membership of one year or less, $75.

For a membership of more than one year and less than two years, $100.

For a membership of two years and less than three years, $125.

For a membership of three years and less than four years, $200.

For a membership of four years and less than five years, $300.

For a membership of five years or over, $400.

The assessment began January 1, 1912, and the payment of benefits began April 1, 1912. Up to May 31, 1915, 2,189 mortuary benefits aggregating $772,141.45 had been paid—an average of $352.73 per benefit. Experience thus far indicates that the benefit will be a complete success. The receipts and expenditures of

the fund from January 1, 1912, to May 31, 1915, were as follows:

One-half of 1 per cent assessment		$978,769 00
Benefits returned		1,254 75
Interest		11,550 77
Total		$991,574 52
Benefits paid (2,189)	$772,141 45	
Clerical work	7,368 15	
Maintenance registry system	6,326 19	
Printing	282 77	
Total		786,118 56
Balance in fund May 31, 1915		$205,455 96

Strike Benefit

The International Typographical Union pays a strike benefit of $5 per week to single and $7 per week to married members engaged in a strike ordered as the laws require. This benefit is paid from the executive council or defense fund, which was established in 1891. In the early years of the fund strikes were frequent, but with the coming of better business methods and the introduction of arbitration in the settlement of disputes, strikes became less frequent and the number now occurring in the printing trade is so few and small as to be of little importance. The scope of the defense fund has grown wider as the needs of the organization required and all expenses of officers and representatives of the International Union engaged in the settlement of disputes are paid therefrom. At the close of its last fiscal year—May 31, 1915—the International Typographical Union had expended since it established its defense fund for strike benefits and other defensive work the sum of $4,296.434.29. All expenses for defensive purposes are now paid from the general fund of the organization.

Union Printers Home

A FEATURE to which we particularly desire to direct attention as indicating the beneficent character of the International Typographical Union is the Home for Union Printers. This institution is situated

at Colorado Springs, Colo., contiguous to Pike's Peak, and in a country enjoying a reputation that is world-wide for the salubrity and curative quality of its climate.

The building was erected and furnished in 1892 at a cost of $70,000, every cent being paid on completion —an almost unprecedented occurrence in the history of benevolent institutions. Not only was it free from debt, but a surplus of over $13,000 was in bank to the credit of the fund. With the exception of the unsolicited and unconditional gift of $10,000 to the union from the multi-millionaires, the late George W. Childs, of the Philadelphia Ledger, and Anthony J. Drexel, of the international banking firm of Drexel, Morgan & Co., as an appreciation of the worth of our organization, this building was erected by the efforts of the union printers of America. A hospital annex was erected at a cost of $40,000 at a later date; then a library addition, laundry and boiler plant, superintendent's cottage, greenhouses, barns, lawns, etc., were added. In 1912 a tuberculosis pavilion, accommodating twenty patients, and costing with furnishings $10,000, was added to the sanatorium. The Home is situated on eighty acres of land donated by the citizens of Colorado Springs, and this land is rapidly increasing in value. The property is now set down by conservative Colorado real estate men as being worth at least $1,000,000, an evidence that the Indianapolis Journal was entirely within the truth when it said "the Typographical Union had proven itself equal to every emergency that confronted it during a long and useful career."

The International Typographical Union has expended in twenty-three years in building and maintaining the Union Printers Home more than $1,350,000.

Technical Education

THE International Typographical Union has persistently and steadfastly set its face against specializing in our trade, asserting as a doctrine the half-educated artisan is the more easily made the victim of

low wages and intolerable conditions. So that the printers of the country, denied that right when apprentices might have opportunity to perfect themselves in the compositor's art, the International Typographical Union created a commission on technical education, with headquarters at the Inland Printer office in Chicago. The members of the commission are A. H. McQuilkin, editor of the Inland Printer, chairman; William B. Prescott, former president of the International Typographical Union, secretary; Robert E. Darnaby, manager of the Hollenbeck Press, Indianapolis, Ind., and Marsden G. Scott, ex-officio, president of the International Typographical Union. The course consists of thirty-eight lessons, and is conducted by correspondence. While in operation but a short time, there are at the present time more than 5,000 students. The International Typographical Union expends many thousands of dollars annually in maintaining this technical school. But this will be returned to the membership many times over in the way of increased wages. Good printers can command good wages, and we aim to make good printers better printers. The school is open to journeymen and apprentices. A letter to the secretary of the commission will bring any information desired.

The Employment Bureau

Pursuant to a resolution adopted at the Cleveland convention, an employment bureau was opened at headquarters on January 1, 1913, and it has since been in operation. The objects of it are:

1. To provide men from a locality where business is dull for a jurisdiction where the number is unequal to the demand.

2. To advise members seeking a change in locality where employment is most likely to be had.

3. To place members in positions that may be open in unorganized towns and through them instill unionism into the country printer.

4. To advance the interests of the membership in every possible way and widen the scope of the International Union.

All bureaus of this character, regardless of how maintained, have rules and regulations for the employer seeking help and the applicant who is looking for a situation. The blanks used by the International Union contain no personal questions beyond age and experience and are as simple as they can be made. Any member desiring to register with the bureau is required to file his application on the form provided for that purpose and to state the class of work desired, the scale for which he will work and the locality in which he prefers employment. As an evidence of good faith and to prevent frivolous registrations, each applicant is required to pay $1.00 when he registers for a situation and an additional $1.00 when he accepts work in a situation obtained through the bureau. The revenue thus derived is applied on the expenses of maintaining the bureau. For further information write headquarters.

Increased Wages

IN 1905, 1906 and 1907 the International Typographical Union successfully waged a campaign for the eight-hour day in the book and job offices throughout the United States and Canada. This great struggle, which ended in a complete victory for the organization, was financed exclusively by the members of the International Union who cheerfully and promptly paid the assessments necessary to the conduct of the strike. During the pendency of the campaign and with the universal establishment of the eight-hour day in the printing trade, attention was directed more closely to the increasing of scales. Great progress has been made in this direction. Using as a basis the old age pension assessment, which is paid at the rate of one-half of 1 per cent on the earnings of all members, the total earnings of the members of the International Typographical Union from June 1, 1908, to May 31, 1915, are found to be as follows:

EARNINGS OF MEMBERS.

Year ending May 31, 1910	$45,602,944
Year ending May 31, 1909	40,293,738
Increase for year	$5,309,206
Year ending May 31, 1911	$49,770,668
Year ending May 31, 1910	45,602,944
Increase for year	4,167,724
Year ending May 31, 1912	$53,378,902
Year ending May 31, 1911	49,770,668
Increase for year	3,608,234
Year ending May 31, 1913	$56,944,486
Year ending May 31, 1912	53,378,902
Increase for year	3,565,584
Year ending May 31, 1914	$61,050,332
Year ending May 31, 1913	56,944,486
Increase for year	4,105,846
Year ending May 31, 1915	$61,155,285
Year ending May 31, 1914	61,050,332
Increase for year	104,953
Increase June 1, 1908, to May 31, 1915	$20,861,547

Average earnings per member per year, 1909, $897.
Average earnings per member per year, 1910, $953.
Average earnings per member per year, 1911, $974.
Average earnings per member per year, 1912, $992.
Average earnings per member per year, 1913, $1.023.
Average earnings per member per year, 1914, $1,042.
Average earnings per member per year, 1915, $1,026.

This is a most remarkable showing, and unequaled by any American trade union. It's worth while to belong to an organization that shows such substantial results.

Health Campaign

IN addition to its Home and Tuberculosis Sanatorium at Colorado Springs, the International Typographical Union has been in the forefront of the battle against tuberculosis that is now being waged for the elimination of this curse on the white race.

Through The Typographical Journal, the official organ of the International Typographical Union, the membership is advised each month of the progress that is being made in the prevention, treatment and cure of tuberculosis, and the editors are diligent in searching for the latest and most approved thought on this subject. The Typographical Journal reaches each one of the 66,000 members of the International Typographical Union, and is thus an effective agent in the campaign against tuberculosis.

Local unions of the International Typographical Union, of which there are more than seven hundred, are working through tuberculosis committees, and these committees aim to get before the local members the great danger of working in filthy and poorly ventilated composing rooms, and to also urge upon employers the necessity for reforms in this respect. Where employers refuse to act, our local unions are advised to instruct their tuberculosis committees to go direct to the boards of health and insist on action by these official bureaus. As a result, the physical character of the composing room is improving, and employers are realizing that healthy workmen are a good business asset. This may be a selfish view, but if selfishness will accomplish the object sought, it will all redound to the benefit of the wage-worker, in that it will secure for him healthy, pleasant and comfortable quarters in which to earn his livelihood.

The Eight-Hour Day

THE results accruing from the general campaign for better sanitary conditions in composing rooms, and the effect of the eight-hour day on longevity are startingly apparent in the subjoined table:

Year	Number Deaths	Average Age at Death	Members	Deaths per 1000
1900	419	41.25	32,105	13.
1901	406	41.94	34,948	11.6
1902	474	42.94	*38,364	12.35
1903	476	42.62	42,436	11.21
1904	578	45.5	†46,165	12.52
1905	567	45.26	46,734	12.13
1906	512	44.02	44,980	11.4
1907	561	46.07	42,357	13.2
1908	538	45.05	43,740	12.3
1909	509	46.09	44,921	11.3
1910	574	46.07	47,848	12.
1911	639	49.12	51,095	12.5
1912	655	48.09	53,807	12.5
1913	687	49.24	55,614	12.3
1914	713	48.7	58,537	12.
1915	696	50.84	59,571	11.7

*Including stereotypers and electrotypers, seven months.

†Including photo-engravers, seven months.

The eight-hour day has opened a new vista of aspiration, hope and certainty of better things in the future, not alone for the book and job compositor, but for every member of the International Typographical Union.

A Good Financial Investment

THE following is from the pen of Charles H. Whittemore and appeared in the February, 1914, Typographical Journal:

Not infrequently we hear the young man who is a member of our organization remark, "Oh, the I. T. U. benefits are all right for the old fellows, but they don't mean much for the young man." They may admit, on being pushed by argument, that the mortuary benefit has a small value, even to the young man, but the general trend of his thoughts is that the benefits that accrue from wages and better working conditions are the only ones worth while to him for the equivalent that he gives up in the shape of weekly or monthly dues; that whatever portion of them goes for the Home, the pension, and to a considerable extent, even, the mortuary benefit, is lost to him as a young man, and that to realize on them for the full value of his money he must live to see old age. Now, is this really a fact, or is it only a fancy gained from looking at the matter from a wrong angle by the young man?

In connection with the consideration of this question I would like to call your attention to the subjoined table that I think will settle the matter in your mind quicker than pages of wordy arguments pro or con. This table supposes the case of a young man twenty-one years of age becoming a member of the union. He holds a steady position that calls for payment of dues that will average $2 per month.

The first column shows years of membership continuously possible up to the sixtieth.

The second column shows the payment of the dues of $2 per month accumulated for each year of continuous membership.

The third column shows what mortuary benefits would be paid to the young man's beneficiaries in case of his death during any year, including $100 local benefit.

Should he live to pension age the fourth column will show what the pension will accumulate to each year he receives the same.

Close of	Dues at $2.00 per month, accumulated.	Burial benefits paid in case of death.	Pensions when eligible accumulated.	Net cost to support Union, less benefits paid at any age.	In case of death, profits to estate above all costs of dues.	Dues at $2.00 per month accumulated at 4 per cent. compounded semi-annually.	Net cost to support Union with dues accumulated at 4 per cent. semi-annually.	In case of death profits to estate with dues compounded at 4 per cent. semi-annually.	Joined at age.
1st year	$24 00	$175 00	.....	.....	$151 00	$24 24	.....	$150 76	21
2d year	48 00	200 00	.....	.....	152 00	49 45	.....	150 55	22
3d year	72 00	225 00	.....	.....	153 00	75 69	.....	149 31	23
4th year	96 00	300 00	.....	.....	204 00	102 98	.....	197 02	24
5th year	120 00	400 00	.....	.....	280 00	131 38	.....	268 62	25
6th year	144 00	500 00	.....	.....	346 00	160 93	.....	339 07	26
7th year	168 00	500 00	.....	.....	332 00	191 67	.....	308 33	27
8th year	192 00	500 00	.....	.....	308 00	223 65	.....	276 35	28
9th year	216 00	500 00	.....	.....	284 00	250 69	.....	249 31	29
10th year	240 00	500 00	.....	.....	260 00	285 05	.....	214 95	30
11th year	264 00	500 00	.....	.....	236 00	320 81	.....	179 19	31
12th year	288 00	500 00	.....	.....	212 00	358 01	.....	141 99	32
13th year	312 00	500 00	.....	.....	188 00	396 71	.....	103 29	33
14th year	336 00	500 00	.....	.....	164 00	436 97	.....	63 03	34
15th year	360 00	500 00	.....	.....	140 00	478 86	.....	21 14	35
16th year	384 00	500 00	.....	.....	116 00	522 45	$22 45	.....	36
17th year	408 00	500 00	.....	.....	92 00	555 80	55 80	.....	37
18th year	432 00	500 00	.....	.....	68 00	602 50	102 50	.....	38
19th year	456 00	500 00	.....	.....	44 00	651 08	151 08	.....	39
20th year	480 00	500 00	.....	.....	20 00	701 62	201 62	.....	40
21st year	504 00	500 00	.....	$4 00	.....	754 20	254 20	.....	41
22d year	528 00	500 00	.....	28 00	.....	808 91	308 91	.....	42
23d year	552 00	500 00	.....	52 00	.....	865 83	365 83	.....	43
24th year	576 00	500 00	.....	76 00	.....	925 05	425 05	.....	44
25th year	600 00	500 00	.....	100 00	.....	986 66	486 66	.....	45
26th year	624 00	500 00	.....	124 00	.....	1,050 76	550 76	.....	46
27th year	648 00	500 00	.....	148 00	.....	1,117 46	617 46	.....	47
28th year	672 00	500 00	.....	172 00	.....	1,186 85	686 85	.....	48
29th year	696 00	500 00	.....	196 00	.....	1,261 04	761 04	.....	49
30th year	720 00	500 00	.....	220 00	.....	1,336 23	836 23	.....	50
31st year	744 00	500 00	.....	244 00	.....	1,414 45	914 45	.....	51
32d year	768 00	500 00	.....	268 00	.....	1,495 83	995 83	.....	52
33d year	792 00	500 00	.....	292 00	.....	1,580 51	1,080 51	.....	53
34th year	816 00	500 00	.....	316 00	.....	1,668 60	1,168 60	.....	54
35th year	840 00	500 00	.....	340 00	.....	1,760 25	1,260 25	.....	55
36th year	864 00	500 00	.....	364 00	.....	1,855 41	1,355 41	.....	56
37th year	888 00	500 00	.....	388 00	.....	1,954 61	1,454 61	.....	57
38th year	912 00	500 00	.....	412 00	.....	2,057 71	1,557 71	.....	58
39th year	936 00	500 00	.....	436 00	.....	2,165 08	1,665 08	.....	59
40th year	960 00	500 00	.....	460 00	.....	2,276 79	1,776 79	.....	60
41st year	972 00	500 00	$260 00	472 60	.....	2,328 63	1,828 63	.....	61
42d year	985 20	500 00	520 00	225 20	.....	2,268 94	1,508 94	.....	62
43d year	997 80	500 00	780 00	.....	22 20	2,102 83	1,082 83	.....	63
44th year	1,010 40	500 00	1,040 00	.....	269 60	1,930 01	650 01	.....	64
45th year	1,023 00	500 00	1,300 00	.....	517 00	1,750 20	210 20	.....	65
46th year	1,035 60	500 00	1,560 00	.....	764 40	1,563 13	.....	236 87	66
47th year	1,048 20	500 00	1,820 00	.....	1,011 80	1,368 49	.....	791 51	67
48th year	1,060 80	500 00	2,080 00	.....	1,259 20	1,166 00	.....	1,154 00	68
49th year	1,073 40	500 00	2,340 00	.....	1,506 60	955 33	.....	1,624 67	69
50th year	1,086 00	500 00	2,600 00	.....	1,754 00	736 15	.....	2,103 85	70
51st year	1,098 60	500 00	2,860 00	.....	2,001 40	508 11	.....	2,591 89	71
52d year	1,111 20	500 00	3,120 00	.....	2,248 80	270 86	.....	3,089 14	72
53d year	1,123 80	500 00	3,380 00	.....	2,496 20	24 03	.....	3,595 97	73
54th year	1,136 40	500 00	3,640 00	.....	2,743 60	.....	.....	3,880 00	74
55th year	1,149 00	500 00	3,900 00	.....	2,991 00	.....	.....	4,140 00	75
56th year	1,162 60	500 00	4,160 00	.....	3,237 40	.....	.....	4,400 00	76
57th year	1,175 20	500 00	4,420 00	.....	3,484 80	.....	.....	4,660 00	77
58th year	1,187 80	500 00	4,680 00	.....	3,732 20	.....	.....	4,820 00	78
59th year	1,200 40	500 00	4,940 00	.....	3,979 60	.....	.....	5,180 00	79
60th year	1,213 00	500 00	5,200 00	.....	4,227 00	.....	.....	5,440 00	80

The fifth column shows the maximum net cost of supporting the union at any period of membership, i. e., the accumulated amount of dues paid, less benefits paid to beneficiaries, in case of his death.

The sixth column shows possible profits to his estate or beneficiaries, in a like manner—deducting amount of accumulated dues paid from benefits received. Should the young man die during any of the first twenty years of his membership, the fact of his membership would not only call for a payment to his beneficiaries from the International and local unions (most all locals pay a mortuary benefit additional to the International of $100, more or less) equal to all he had ever paid in, in dues, but from $20 to $346 more as a profit on the investment. Can any insurance company or banking institution beat that?

Reverting back to the fifth column again, it will be noted that it is at, or after, the twentieth year of continuous membership that the real support of the union is assumed by the member. From his forty-first to his sixty-third year of age, or, in other words, from his twenty-first to his forty-third year of continuous membership, is the period the member really bears the brunt of supporting the working forces of the union, for in case of his death during any of those years his accumulated payments, in the shape of dues, will run from a minimum of $4 to a maximum of $472 more than his beneficiaries would receive from the union. Allowing, then, this maximum of possibility against him, it would mean that his forty years of support of good wages and working conditions, alone, had actually cost him an annual average of $11.80 over and above all benefits received. And are they not worth it?

But, behold, the member does not die during this supporting period, after all. He lives on, but unfortunately he ceases, for one reason or another, to be able to earn a livelihood. Here again comes the International to his rescue. The pension is granted him. To be sure he continues to pay dues (though No. 4 pays all of its pensioners' dues from its general funds), but now these are only $1.05 per month, so we add on as before. See now how quickly the conditions for "profit taking," to use a financial term, comes in. If death does not come within the first three years after becoming a pensioner, his estate or beneficiaries, as well as himself, will not only receive from the union all that he has ever paid in, but from a minimum of $22 up to a maximum of $4,227, more than he ever contributed, if he lives to be nearly sixty years a member. I rise to ask again, where do your insurance companies, fraternal or old line, or banking institutions, come up to such possibilities?

Well, you say, if that same young man could have placed his $24 per year in the bank and compounded it semi-annually at 4 per cent interest, the story would be different. But the difference would be only in degree, as the seventh, eighth and ninth columns of the tables illustrates. They show the same trend of results as the second, fifth and sixth columns, with the difference that 4 per cent compounded semi-annually would make the net cost of supporting the union, or the net profits, whichever it might be, possible. Such a course would accumulate a maximum sum to the man's credit of $2,328.63 by the time he might reach the pension condition, when he would have that sum and its income to support himself with thereafter —as long as it lasted. As he would likely use as much as the pension would give him, it would not be many years before there would be none of it left to live upon, whereas as a union man and also a member of No. 4, he would be (he and his estate) $5,440 to the good over all dues he had ever paid, at the age of eighty years.

Average dues that any member may pay year in and year out vary in degree, so would the results vary from those given in this table, but the benefits remain the same in either case. You can apply the test to your own case; the results will be either more or less, as your average payments may be more or less than the example given.

Study the table, then, and see if it doesn't convince you that a membership in the International Typographical Union is as good a financial investment as you could make anywhere. I am not vouching for the

mathematical accuracy of the calculations made, but they are near enough to approximate the results sought, and that is all that is required. If you wish actual examples, get any of your pensioner friends to give you a statement of what he has paid in during his membership in the union, and then set that against what he has already received in pensions and what his estate will get at his death, and you have it. The same way with every case of death of a fellow member at whatever age or period of continuous or accumulative membership—you will find the story substantially in conformity with this table—either a little more or a little less so. The young members have the best of the proposition, and so do the old fellows, if we look at it in that light. It is the member with from twenty to forty years of membership at his back that is carrying the load of actual risk or having to support the union. But it is a good investment at that.

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